

AT A MEETING of the Hampshire Fire and Rescue Authority of HAMPSHIRE COUNTY COUNCIL held at the castle, Winchester on Thursday, 22nd March, 2018

Chairman:

* Councillor Christopher Carter

* Councillor Liz Fairhurst
* Councillor Roz Chadd
* Councillor Jonathan Glen
* Councillor Geoffrey Hockley

* Councillor Sharon Mintoff
* Councillor Roger Price
* Councillor David Simpson
* Councillor Luke Stubbs
* Councillor Rhydian Vaughan

*Present

Also present with the agreement of the Chairman:

Gavin Watts - Chief Fire Officer of West Sussex FRS

Councillor Debbie Kennard - Cabinet Member at West Sussex

Councillor Dave Stewart - Leader of the Isle of Wight Council

John Metcalfe - Chief Executive of Isle of Wight Council

76. APOLOGIES FOR ABSENCE

Apologies had been received from Michael Lane, the Police and Crime Commissioner.

77. DECLARATIONS OF INTEREST

Members were mindful of their duty to disclose at the meeting any disclosable pecuniary interest they had in any matter on the agenda for the meeting, where that interest was not already entered in the Authority's register of interests, and their ability to disclose any other personal interests in any such matter that they might have wished to disclose.

78. MINUTES OF PREVIOUS MEETING

It was noted under matters arising that the marketing campaign mentioned in paragraph 66 was continuing to be developed and there was a future piece of work planned that involved writing to the employers of On Call staff to thank them for their support.

The minutes of the last meeting were reviewed and agreed.

79. DEPUTATIONS

There were no deputations for this meeting.

80. **CHAIRMAN'S ANNOUNCEMENTS**

The Chairman welcomed Chief Fire Officer Gavin Watts of West Sussex FRS and their Cabinet Member, Councillor Debbie Kennard. He also welcomed Councillor Dave Stewart, Leader and John Metcalfe, the Chief Executive of Isle of Wight Council.

Some Members attended the Basingstoke Fire Station opening ceremony on 15 February and the Chairman thanked those who organised it, along with Lord Lieutenant Nigel Atkinson Esq. for opening the new station. The Chairman also thanked Officer's for all their hard work to keep the County safe during the adverse weather conditions.

81. **MEMBER DEVELOPMENTS AND COMMENTS**

Councillor Carter confirmed that there was a 'Have A Go' Day at Eastleigh College for International Women's Day, which was a big success and was part of a commitment to increasing the diversity of staff in the Service. Some Members also attended the Fire LGA conference in Gateshead where there were various speakers, including Dani Cotton, who read a poem about the tragedy at Grenfell Tower. There was also information regarding future Fire Service fleets and them having zero emissions by 2030.

Councillor's Glen and Mintoff thanked staff for hosting their visits to Prince Philip Barracks and Redbridge Fire Station respectively.

82. **INITIAL BUSINESS CASE INTO THE PROPOSED CREATION OF A NEW COMBINED FIRE AUTHORITY TO INCLUDE HAMPSHIRE, SOUTHAMPTON, PORTSMOUTH AND THE ISLE OF WIGHT AUTHORITIES**

The Full Authority considered a report from the Chief Fire Officer regarding the proposed creation of a new combined Fire and Rescue Authority to include Hampshire, Southampton, Portsmouth and the Isle of Wight.

The Chief Fire Officer introduced the item and gave an outline as to the history of Hampshire Fire and Rescue Service and the Isle of Wight Fire and Rescue Service working alongside each other with the Delivering Differently in Partnership (DDiP) project.

Work on the proposed Combined Fire Authority (CFA) had been complex but all the necessary facts and figures had been completed within the report. Further work would be done on the risks and benefits. All parties had sought to keep the details regarding the finances simple, transparent and understandable, the main financial impacts were the movement of vehicle and property liabilities from the IWCFRS to a new combined authority and the impact of council tax harmonisation on the IWC. The legal process was summarised and it was confirmed that both Authorities would be required to undertake their own consultation process. It was emphasised that it would be very much a partnership which would create a new Fire and Rescue Authority and could not

manifest as a take-over by one party over the other.

Following a meeting of the Isle of Wight Council on the Isle of Wight the day before, updated recommendations were circulated and agreed by the Authority. These established that the proposals for public consultation and a detailed risk and benefit analysis of the proposed CFA would return to the Fire Authority meeting in June. This was in line with what had been agreed by the Isle of Wight Council. It was agreed that the June HFRA meeting would be put back slightly to align it with the IWC Cabinet meeting scheduled for the 14 June.

The Chairman invited Councillor Dave Stewart, Leader from the IWC, to speak. Cllr Stewart emphasised the importance of being able to scrutinise a detailed business case before going out to consultation so that the public were fully involved and kept up to date of the proposals and reasons behind them. Councillor Roger Price agreed that a business case was important and it was crucial that the public knew what to expect with a new and expanded CFA.

The amended recommendations were proposed by the Chairman and seconded by Cllr Price. They were endorsed unanimously by the Authority.

RESOLVED:

A) The HFRA accepted the outline business case contained in the report and tasks the Chief Fire Officer to prepare a more detailed business case which includes a consultation strategy and associated documents on the proposed creation of a new CFA consisting of the Authorities of Hampshire, Portsmouth, Southampton and the Isle of Wight. The more detailed case and consultation documents shall reflect as appropriate, any further information to be considered by the IWC and will be brought to HFRA for approval at its June 2018 meeting, prior to consultation commencing.

B) The HFRA noted that subject to approval and conduct of the consultation exercise referred to above final business case, outcomes of consultation will be brought back to the Authorities at a later date for decisions about whether to proceed with the proposal to create a new CFA.

83. APPOINTMENT OF DIRECTOR OF 3SFIRE

The Full Authority considered a report from the Clerk regarding the appointment of a new Executive Director of 3SFire Ltd.

It was confirmed that following Neil Odin's appointment as Chief Fire Officer of Hampshire Fire and Rescue Service, he had formally resigned as an Executive Director of 3SFire with effect from 22 March 2018. In accordance with the Company's Articles of Association the Authority proposes Andy Bowers, Deputy Chief Fire Officer of Hampshire Fire and Rescue Service, be appointed as an Executive Director of 3SFire Ltd from 22 March 2018 until 6 June 2018 by way of Ordinary Resolution as set out in the recommendation at paragraph 11.

The Authority were content with the proposals and there were no questions.

RESOLVED:

A) That Neil Odin's resignation as an Executive Director of the Company from 22 March 2018 is noted; and

B) That ANDREW SHAUN BOWERS, having consented to act, be appointed as an Executive Director of 3SFire Ltd with effect from 22 March 2018, to hold office until the next annual general meeting in place of NEIL IAN ODIN, who has been appointed as Chief Fire Officer of Hampshire Fire and Rescue Service.

84. **SERVICE PLAN**

The Authority considered a report from the Chief Fire Officer regarding the Service Plan. The approach to the plan was explained with new entries anticipated in 2020 for it to continue as a working document.

On Page 50 of the pack in the appendix, it was confirmed that there are particular requirements for fire engineers to qualify and therefore this does take some time. There was always a flow of those in the process of qualifying. It was agreed that the Key Deliverables detail would be amended to read "To continue to train and qualify..." so it was clear that this was not a one-off deadline.

On Page 52 of the pack, it was confirmed that a training programme had been in place since January with regards to training relevant staff about effective financial management and that this would be met by the end of March as anticipated in the Plan.

On Page 55 of the pack, Members were assured that pay and review schemes had been consulted upon with the relevant Trades Unions. Associated guidance was in development and it was anticipated that the June 2018 deadline would be met.

Members requested that they be kept up to date of any slippage in timescales and it was agreed that this would always be highlighted in future performance reports to the Authority as appropriate.

RESOLVED:

The Authority approved the refreshed aims.

85. **POSITION STATEMENT FOR BUILDING REGULATIONS, PLANNING AND LEGISLATION**

The Full Authority considered a report by the Chief Fire Officer (Item 10 in the Minute Book) regarding the Position Statement for Building Regulations, Planning and Legislation.

The benefits of the legislation were highlighted, along with Page 61 of the pack, which included examples of the importance of early consultation and

involvement.

Members agreed that the Statement should be circulated for awareness.

RESOLVED:

- A) The Position Statement in Appendix A was accepted as the Hampshire Fire and Rescue Authority's position on the FRS being statutory consultees at the planning stage in respect to Fire safety.
- B) Fire Authority Members agreed to promote the new Position Statement.
- C) The Position Statement would be sent to Dame Judith Hackitt, local MP's and Parish Councils for information.

86. **HFRS PAY POLICY STATEMENT**

The Full Authority received a report from the Chief Fire Officer (Item 11 in the Minute Book) regarding the HFRS Pay Policy Statement.

It was confirmed that this was an annual report produced for the Fire Authority and required by section 31(1) of the Localism Act 2011 (openness and accountability in local pay).

Members were happy with the report and there were no questions.

RESOLVED:

The Pay Policy Statement at Appendix A was approved by Hampshire Fire and Rescue Authority.

87. **ANNUAL WORKFORCE REPORT**

The Authority considered a report from the Chief Fire Officer (item 12 in the Minute Book) regarding the Annual Workforce report.

This was a new report for the Full Authority as it had previously been presented to the Human Resources Committee. It considered the staff establishment and absence data.

It was highlighted that the service was currently 13.5FTE over establishment, which was due to last until March 2019 and based upon turn-over predictions was appropriate for achieving the predicted savings within the medium term financial plan. Overall absence levels had reduced by 20% but it was still something that was being worked on, in particular issues relating to mental health.

It was suggested by Members that a statistical breakdown come to a future meeting identifying short, medium and long-term sickness within the Service, along with further investigation into the "reasons unknown" category of the sickness data and how this could be better managed.

RESOLVED:

The contents of the report were noted by Hampshire Fire and Rescue Authority.

Chairman,